

Appendix B - Demographics of Collection Areas

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The City has divided collection service, for this RFP, into three geographic collection areas. The City will award the collection contracts based on these collection areas with no Proposer receiving a collection contract for the entire city.

This appendix provides a summary of the residential customers and waste streams for the entire city, for each collection area, and for combinations of the collection areas. The City can only provide *estimates* of the area-specific data because the new collection boundaries are different from the current collection contracts. All Proposers who submit a Letter of Intent will receive an electronic disk with specific data on all customers.

In addition, the city can not project change in residential disposal behavior between 1997 and 2000. **The City does not guarantee any correlation between the estimates below and the actual customers and tonnages under the new contract.**

A. Collection Area Boundaries

The collection areas are all located within the City of Seattle, bounded by Puget Sound on the West and Lake Washington on the East. Proposers are required to submit proposals for service in five combinations of the collection areas:

1. North collection area - from the Ship Canal to the north city limits (32 square miles);
2. Central collection area - from the Ship Canal to Royal Brougham Way/I-90 (18 square miles);
3. South collection area - from Royal Brougham Way/I-90 to the south City limits (33 square miles);
4. North/Central collection area - from Royal Brougham Way to the north City limits (50 square miles); and
5. South/Central collection area - from the Ship Canal to the south City limits (51 square miles).

A map of the new collection areas is provide in Figure B-1.

B. Current Customers in New Collection Areas

Tables B-1 and B-2 provide 1998 estimates of the customers in the new collection areas. On any given week, actual *set-outs* would be less than these estimates of active accounts. In Table B-1, *structures* represent the estimated number of *buildings* served and *premises* represent the estimated number of *living units* served. That is, one triplex represents one structure with three premises (usually one stop with three containers).

Yard waste structures represent the estimated number of accounts *that pay for the service*. Any size structure may pay for this service. This number does not necessarily reflect actual set-outs. (The current contractors collect from non-paying customers, and paying customers do not set-out yard waste for every collection.)

Under the current contracts, curb/alley recycling is only provided to requesting premises in buildings with less than five living units. New contractors will provide curb/alley service to *all premises with garbage can service* (except about 200 can customers already receiving centralized apartment recycling). The City estimates that approximately 95% of the garbage can customers already receive curb/alley recycling.

Table B-1 Estimated Customers with Garbage Can, Curb/Alley Recycling and/or Yard Waste Service

Collection area	Garbage Can & Curb/Alley Recycling Service		Yard Waste Service (structures)
	(structures)	(premises)	
1- North	67,000	75,800	42,600
2- Central	27,200	32,800	17,400
3- South	47,700	51,700	25,300
4- North/Central	94,200	108,700	60,000
5- South/Central	74,900	84,500	42,700
All City	141,900	160,300	85,300

Table B-2 Estimated Customers with Garbage Detachable Containers and/or Centralized Apartment Recycling

Collection area	Garbage Detachable Containers (structures)	Centralized Apartment Recycling (structures)
1- North	2,100	1,100
2- Central	2,300	1,100
3- South	1,000	400
4- North/Central	4,400	2,200
5- South/Central	3,300	1,500
All City	5,400	2,600

All Proposers who submit a Letter of Intent will receive more specific customer data on electronic disk.

C. Future Customers Citywide

The number of customers in each collection area might change over the next few years due to proposed program changes described below. Please note the following potential program impacts on the number future customers:

- 1. Garbage cans and detachable containers** - The number of active customers should not change significantly.
- 2. Yard waste** - Future participation levels are difficult to predict for this fee-based program. In the past, subscriptions have remained between 60% - 65% of garbage can customers. Future sign-ups for yard waste service could change as program changes are enacted under the new contracts (e.g., new frequencies and a new lower service level with a fee on extra containers).
- 3. Curb/alley recycling** - The number of participating customers will expand slightly:
 - At the City's option, curb/alley recycling service could be made available on request to the approximately 1,200 small businesses in the City that generate less than 90 gallons of garbage per week. The City has no data on how many business would participate or where these businesses are located.
 - A few small multifamily buildings might switch from centralized to curb/alley recycling service under the new contracts. Potential candidates would be the approximately 200 residential accounts citywide that currently receive garbage can service and centralized recycling.
- 4. Centralized apartment recycling** - The number of participating customers should grow. The City recently established a goal of providing service to 80% of the multifamily buildings (approximately 1,700 more buildings citywide) by the year 2000. The City has proposed mandatory sign-up for the year 2000 if the goal is not met. Contractors will be expected to work with the City to increase multifamily sign-ups. The new contractors are also encouraged to identify any current curb/alley accounts that would be better served by centralized apartment recycling.

D. Current Service Levels Citywide

- 1. Garbage can service levels** - Table B-3 lists the distribution of garbage can subscriptions in 1998. Most customers subscribe to *one-can or less*, with less than eight percent of the can customers subscribing to more than 32-gallon container. Almost all can customers receive weekly garbage collection, except for six customers in the entire city that receive bi-weekly collection. Ninety-eight percent of can customers are collected from the curb or alley. The remaining 2% of can customers are collected from the backyard.

Table B-3 Citywide Can Subscriptions

12-gallon	20-gallon	32-gallon	60-gallon	≤ 90-gallon
4%	26%	63%	7%	≤1%

2. **Garbage detachable container service levels** - Table B-4 lists the distribution of garbage detachable container customers in 1998. Almost all detachable container accounts are served by four cubic yard or smaller containers (98%), with nearly half of the accounts served by one cubic yard containers (43%). Less than two percent of all residential detachable containers are compacted. Seventy percent of all accounts are collected weekly and only six percent are collected more than twice per week.

Table B-4 Citywide Detachable Container Subscriptions

Frequency	1 CY	1.5 CY	2 CY	3 - 4 CY	6 - 10 CY	All
1x/week	32%	13%	15%	8%	1%	70%
2x/week	8%	5%	6%	3%	1%	23%
3x/week	2%	1%	2%	0%	0%	6%
4+x/week	0%	0%	0%	0%	0%	0%
Total	43%	19%	24%	12%	2%	100%

3. **Yard waste service levels** - Currently, the City offers one level of yard waste service - a flat fee for up to 10 bags or cans every two weeks (collected weekly, every-other-week, or monthly). Subscriptions to the curbside collection program have remained between 60-65% of garbage can accounts over the last five years. Less than 1% of the yard waste accounts receive an elderly or handicap exemption for backyard service.
4. **Curb/alley recycling service levels** - The City only offers one level of recycling service (currently different in North and South Seattle). Less than 1% of the curb/alley accounts receive an elderly or handicap exemption for backyard service.
5. **Centralized apartment recycling service levels** - The City does not have data on current size distribution of recycling containers in the City. Approximately half of the 2,600 centralized recycling accounts receive every other week collection and most of the remaining half receive monthly collection.
6. **Bulky items and white goods collections** - Contractors collected approximately 200 bulky items and white goods citywide in 1997. The City charges customers - and pays Contractors - a per item fee for each requested bulky item or white good pick-up.

- 7. Special collections** - Contractors provided about 150 special garbage collections (or “paid specials”) per week citywide in 1997. These are additional collections beyond a customer’s regularly scheduled collection. These collections are requested and paid for by the City on an as needed basis. Depending on the situation, the City may or may not charge customers for a special collection.

E. Tons in New Collection Areas

Tables B-5 and B-6 provide estimated tonnages and pounds per participating customer in the new collection areas. These are only rough estimates because the new collection boundaries are different from the current boundaries. Garbage and recycling tons were estimated from 1997 data. Yard waste tons were estimated from average data for 1990 - 1997 to compensate for annual variations from weather impacts.

Table B-5 Estimated Tons in the Collection Areas

Area	Garbage		Recycling		Yard Waste
	Cans	Containers	Curb/Alley	Centralized	
1 - North	33,500	19,900	32,100	3,290	19,600
2 - Central	16,300	31,100	10,500	4,900	8,200
3 - South	36,100	11,200	15,700	1,030	11,400
4 - North/Central	49,800	51,000	42,600	8,190	27,900
5 - South/Central	52,400	42,300	26,200	5,930	19,600
All City	85,800	62,200	58,300	9,220	39,200

Table B-6 Estimated Pounds per Customer in New Collection Areas

Area	Garbage cans (pounds/ premise)	Garbage containers (pounds/ structure)	Curb/alley recycling (pounds/ premise)	Centralized recycling (pounds/ structure)	Yard waste (pounds/ structure)
1 - North	880	19,000	890	6,250	920
2 - Central	990	26,500	610	8,620	950
3 - South	1,400	23,100	620	5,590	900
4 - North/Central	920	23,000	800	7,480	930
5 - South/Central	1,240	25,500	620	7,880	920
All City	1,070	23,000	740	7,210	920

F. Future Tons Citywide

The estimates in Tables B-5 and B-6 provide an approximate benchmark of the current tonnage, but may not directly correlate to tons collected under the new contracts. Future tonnage will depend on a variety of factors specific to each waste stream, including:

1. **Garbage tons** - Residential garbage has remained relatively constant between 140,000 and 150,000 tons citywide over the last 10 years. Future tonnage will depend on changes in recycling programs and implementation of a food waste program.
2. **Yard waste tons** - Yard waste tonnage varies from year to year and season to season dependent on local weather conditions. The City maintains monthly data on curbside tonnage for other years, from 1989 to 1998. The monthly tonnage usually has pronounced peaks in the spring months of April, May and June and a lesser fall peak month of November.

Table B-7 shows the monthly tonnage fluctuations for two different extreme years:

- 1992 - a dry weather year that resulted in 34,770 curbside tons and
- 1997 - a wet weather year that resulted in 43,130 curbside tons.

Table B- 7 Monthly Yard Waste Tonnages

Year	Accounts	Jan/Feb (tons)	Mar/Apr (tons)	May/Jun (tons)	Jul/Aug (tons)	Sep/Oct (tons)	Nov/Dec (tons)
1992	83,100	3,000	9,080	8,580	5,280	5,090	3,740
1997	85,200	2,850	8,360	12,200	8,100	7,280	4,350

3. **Recycling tons** - The City hopes to increase recycling tonnages under the new contracts by expanding the types of materials collected, offering curb/alley recycling service to small businesses, and increasing the number apartment buildings participating in centralized recycling from 50% to 80%.
4. **Food waste tons** - The City does not currently collect separated residential food waste. Food waste comprised nearly 20% or 29,300 tons of the total 145,600 tons of disposed residential garbage in 1995 according to Seattle's 1994-95 Residential Waste Stream Composition Study (available at <http://www.ci.seattle.wa.us/util/planning/swp/reports.htm>). Compostable, soiled paper (paper towels, paper plates, waxed paper, tissues and waxed corrugated paper) constitutes another 10% or nearly 15,000 tons of residential garbage. For single-family customers, food waste with compostable, soiled paper represented nearly 30,000 tons, or 25% of the total single-family garbage.

A "Residential Food Waste Weighing Project" conducted by the City in 1994-95 indicated that around half of this waste (15,000 tons) could be collected in a voluntary citywide curbside food waste collection program. The City estimates that if only vegetative food waste were targeted, then around 5,000 tons could be collected on a voluntary basis from single-family households.

Appendix C - Current Contracts and Services

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At the present time, the City has nine residential contracts - two for residential garbage and yard waste collection (one in each of two geographic areas), two for collection and processing of recyclable materials from residential structures with one to four living units (one in each of two geographic areas), and five contracts for collection and processing of recyclable materials from residential structures with five or more living units. All current contracts are provided on the SPU RFP website (<http://www.ci.seattle.wa.us/util/planning/swcontracts/>). These collection contracts all expire March 31, 2000.

A. Garbage Collection

The City by ordinance assumes responsibility for collection of all residential solid waste, setting collection rates and billing customers. Garbage collection from customers using cans is weekly, detachable containers are collected as frequently as necessary. Collection charges are mandatory for residents. The City is presently divided into two collection areas; the area from Yesler Way to the north City limits currently is served by General Disposal Corp., and the area from Yesler Way to the south City limits currently is served by U.S. Disposal (a Rabanco company).

- 1. Can Customers** - Presently, the contractors are responsible for purchasing and supplying customers with 20, 32, 60 and 90 gallon containers. The City purchases and the contractor delivers micro cans. The contractors are provided information on customer subscription levels and are responsible for switching cans when customers change their subscription level. Garbage placed out by residents in excess of their subscription level is recorded by the collector as excess garbage. This information is transcribed by the contractor on a daily basis and uploaded to the City's Combined Utility Billing System (CUBS).
- 2. Detachable containers** - The contractors supply and collect from detachable containers from those residential customers requesting this type of service.

B. Yard Waste Collection

The two garbage collection contractors also provide separate yard waste collection within their collection areas. Approximately 60% of the curb/alley customers pay an additional monthly charge for this optional service. However, the contractors are presently not supplied with this information. Therefore, they collect yard waste from all structures that place it out for collection.

Residents supply their own yard waste containers and they can bundle and/or bag yard waste. Presently, residents can also use plastic bags for yard waste collection. However, since the Seattle/King County Health Department prohibits yard waste processing facilities from accepting yard waste in plastic bags, collectors open the bags during collection and dump the yard waste into the truck hopper.

General Disposal provides weekly yard waste collection March through October, two collections in November and monthly collection December through February. U.S. Disposal (a Rabanco company) provides biweekly collection March through November and monthly collection December through February.

Residents are allowed to place 5 bags, bundles or cans out for collection if material is collected weekly; 10 bags, bundles or cans if material is collected biweekly; and 20 bags, bundles or cans for monthly collection.

U.S. Disposal's contract requires it to provide the City with a yard waste processing facility. It currently satisfies this requirement by subcontracting the processing to the Cedar Grove Yard Waste Processing facility. Cedar Grove is owned and operated by Northwest Waste Industries Inc.

General Disposal is paid only for collection and tips all yard waste at the City's North Recycling and Disposal Station. The City then transports that yard waste to the Cedar Grove Composting Facility for processing. U.S. Disposal is paid for collection, transfer and processing of yard waste from their collection area and paid an additional processing price for the yard waste from the other collection area. U.S. Disposal tips its yard waste at Rabanco's 3rd and Lander transfer station. Rabanco then transports the material to Cedar Grove for processing.

C. Curb/Alley Recycling Collection

At the present time, the City offers curb/alley recycling only to requesting residential structures with less than five units. The City has contracts with Recycle Seattle (Rabanco) and Recycle America (Waste Management) to collect and process recyclable material from these structures.

Recycle Seattle collects material from the Ship Canal to the south city limits. It supplies residents with a 90 gallon semi-automated toter and an insert container for mixed glass. Mixed waste paper (including corrugated), newspaper, aluminum and tin cans, and number 1 and 2 plastic bottles are commingled in the 90 gallon toter. Glass and other ferrous metals are placed in the glass insert. Collection is monthly from the curb or alley. The collector color sorts the glass en route.

Recycle America collects materials from the Ship Canal to the north City Limits. It supplies residents with three stackable bins which are collected weekly from the curb or alley. Mixed paper (including corrugated) is placed in one bin, newspaper in another bin, tin and aluminum cans, glass, number 1 and 2 plastic bottles and other ferrous metal is placed in the third bin.

The City pays the contractors a tonnage collection price. The City absorbs all of the market risk for increases or decreases in market prices for collected material. The City uses independent indices to track market price fluctuations. The contractors

are responsible for collection and processing of the collected material. The contractors keep all of the revenue from the sale of material.

D. Centralized Apartment Recycling Collection

Currently, the City offers centralized apartment recycling to residential structures with five or more units. The City has five contracts for the collection of recyclable collection from these structures. Nuts 'n' Bolts Recycling and General Disposal collect from Yesler Way to the north city limits. West Seattle Recycling (with two contracts) and U.S. Disposal collect from Yesler Way to the south City limits.

Both General Disposal and U.S. Disposal use City-owned one and two cubic yard detachable containers for commingled mixed waste paper (including corrugated), newspaper, tin and aluminum cans, and number 1 and 2 plastic bottles, and City-owned 32, 60 and 90 gallon semi-automated totes for color separated glass containers. These two contractors supply the container size and collection frequency to meet the available space and needs of each building. The minimum collection frequency is monthly, however, the contractor is required to collect as frequently as necessary.

Nuts 'n' Bolts Recycling supplies structures with 55 gallon drums for source separated collection. In many instances it also supplies a shed for newsprint storage. It collects as frequently as necessary and all materials are not collected at the same time. West Seattle Recycling supplies structures with 90 gallon carts for commingled collection.

The City pays the contractors a tonnage collection price. The City absorbs all of the market risk for increases or decreases in market prices for collected material. The contractors are responsible for collection and processing of the collected material. The contractors keep all of the revenue from the sale of material.

Appendix D - Prevailing Wages

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A. Wages for Garbage, Food Waste and Yard Waste Collection

- 1. Hourly Wages** -- Effective April 1, 2000, The prime and subcontractors shall pay all employees on work under this contract not less than the following rate of hourly wages:

<u>a) Classifications</u>	<u>Per Hour</u>
Drivers	\$19.70

b) New Employees

1 - 2000 hours of employment - 80% of above rate

"New employees" do not include employees who have collected refuse and/or yard waste on a City of Seattle contract for 2000 or more hours since April 1, 1998.

c) Overtime

All time worked over forty (40) hours in any workweek shall be compensated at time and one-half.

All Saturday or Sunday work is time and one-half, with an eight (8) hour guarantee, except employees regularly assigned to work Saturday on centralized routes. Employees who work Saturday or Sunday due to a special event are guaranteed four (4) hours.

Saturday work following Thanksgiving Day, Christmas Day or New Year's Day shall be straight-time unless Christmas Day or New Year's Day falls on Saturday or Sunday.

d) Work Week

Regular employees assigned to a five (5) day route and who appear for work on assigned days shall be paid for five (5) consecutive days of eight (8) consecutive hours

- 2. Health And Retirement Benefits** -- For each employee, the following rate of contribution shall be made to either: (1) a trustee or to a third person pursuant to a fund, plan or program; (2) additional wages to each employee, or; (3) additional wages minus any contribution to a trustee or to a third person pursuant to a fund, plan or program.

- a) Health Benefits -- Provided or paid to all employees after one thousand (1000) hours of employment, and who were compensated for eighty (80) hours in the previous month.

Health and Welfare	\$322.55 per month
Dental	\$81.75 per month
Vision	\$11.35 per month

- b) Retirement -- Retirement payments do not need to exceed one hundred seventy-three (173) hours per month per employee.

Retirement	\$2.63 per hour
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3. Vacation, Holiday and Sick Leave Benefit Days -- For each regular employee, the following shall be provided in either: (1) actual benefit days; (2) additional wages to each employee, or; (3) additional wages minus any actual benefit days.

a) Vacation

- One (1) week after one (1) year of employment
- Two (2) weeks after two (2) years
- Three (3) weeks after eight (8) years
- Four (4) weeks after fifteen (15) years

The employer may pro rate vacations for employees with less than one thousand seven hundred and fifty (1,750) compensated hours during an employment year (i.e., anniversary date to anniversary date). Formula shall be: All employees with one thousand seven hundred and fifty (1,750) or more compensated hours during an employment year shall be entitled to full vacation benefits. Formula for employees with less than one thousand seven hundred and fifty (1,750) compensated hours shall be: Compensated hours, divided by two thousand (2,000), equals percentage earned vacation due employees.

- b) Holidays -- Eight paid holidays shall be provided. To be eligible for a paid holiday, the employee must work the last scheduled day immediately preceding and the first scheduled work day immediately following these

The following eight (8) days are holidays (unless the employer selects another day(s)):

- January 1st -- New Year's Day
- Martin Luther King Day
- Washington's Birthday (3rd Monday of February)
- Memorial Day (last Monday of May)
- July 4th
- Labor Day (first Monday of September)

- Thanksgiving Day
- Christmas Day

Contractors will provide collection services on all holidays except New Year's Day, Thanksgiving, and Christmas.

- c) Sick Leave -- If sick leave is provided in actual benefit days, the following applies:

Regular employees shall accumulate forty-eight (48) hours of sick leave benefits a year, on the basis of one (1) hour per forty (40) hours of compensation. Benefits shall be payable for bona fide absences caused by illness or accident commencing the second scheduled working day of sickness; however, when an employee suffers a job-related injury and is taken to the hospital or ordered or required to leave work, benefits shall commence the first day. Employees collecting Workmen's Compensation temporary disability benefits may not receive sick leave as herein provided, however, if Workmen's Compensation benefits are less than the amount of sick leave otherwise provided, employees shall, in addition to Workmen's Compensation benefits, receive sick leave benefits sufficient to equal the amount of sick leave that would otherwise have been received.

A maximum of three hundred fifty (350) hours of sick leave can be accumulated. Sick leave shall be deducted from the band on an hourly basis. Benefits for days off must be for eight (8) hours and must be for scheduled work days.

4. **Combined Compliance** -- The Contractor shall be deemed to be in compliance with Sections 1, 2, and 3 if its payments to or for the benefit of its employees are at least equal to the total amount derived by adding each of the required wage and benefit components described herein (overpayments in one category may be used as offsets in another category).

B. Wages for Recycling Collection

1. **Hourly Wages** – Effective April 1, 2000, the prime and subcontractors shall pay all employees on work under this contract not less than the following rate of hourly wages:

a) <u>Classifications</u>	<u>Per Hour</u>
Drivers	\$15.05
Swampers	\$12.49
b) <u>New Employees</u> (1 - 90 workdays)	
Drivers	\$12.04
Swampers	\$11.241

“New employees” do not include employees who have collected recycling on a City of Seattle contract for 2000 or more hours since April 1, 1998.

c) Overtime

All time worked over forty (40) hours in any workweek, or ten (10) hours in a workday, shall be compensated at time and one-half.

Saturday work following Thanksgiving Day, Christmas Day or New Year’s Day shall be straight-time unless Christmas Day or New Year’s Day falls on Saturday or Sunday.

2. Health And Retirement Benefits – For each employee, the following rate of contribution shall be made to either: (1) a trustee or to a third person pursuant to a fund, plan or program; (2) additional wages to each employee, or; (3) additional wages minus any contribution to a trustee or to a third person pursuant to a fund, plan or program.

a) Health Benefits -- Provided or paid to all employees after ninety (90) workdays of employment, and who were compensated for eighty (80) hours in the previous month.

Health and Welfare	\$251.55 per month
Dental	\$56.00 per month
Vision	\$11.35 per month

b) Retirement -- Retirement payments do not need to exceed one hundred seventy-three (173) hours per month per employee.

Retirement	\$.60 per hour
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3. Vacation, Holiday and Sick Leave Benefit Days – For each regular employee, the following shall be provided in either: (1) actual benefit days; (2) additional wages to each employee, or; (3) additional wages minus any actual benefit days.

a) Vacation -- All regular employees after one (1) year’s service shall receive the following vacation benefits:

One (1) week after one (1) year of employment
Two (2) weeks after two (2) years
Three (3) weeks after eight (8) years

Regular employees, who work less than 1800 hours during the year, shall have their vacation benefit prorated on the basis that 1800 hours is a complete year of service.

b) Holidays -- Eight paid holidays shall be provided. To be eligible for a paid holiday, the employee must work the last scheduled day immediately

preceding and the first scheduled work day immediately following the holiday. The following eight (8) days are holidays (unless the employer selects another day(s)):

January 1st -- New Year's Day
Martin Luther King Day
Washington's Birthday (3rd Monday of February)
Memorial Day (last Monday of May)
July 4th
Labor Day (first Monday of September)
Thanksgiving Day
Christmas Day

Contractors will provide collection services on all holidays except New Year's Day, Thanksgiving, and Christmas.

- c) Sick Leave -- If sick leave is provided in actual benefit days, the following applies:

Regular employees shall accumulate forty-eight (48) hours of sick leave benefits a year, on the basis of one (1) hour per forty (40) hours of compensation. Accumulated sick leave pay shall be payable at the rate of one (1) day's (8 hours) pay per day at the straight-time rate commencing with the first (1st) day of any illness for the first (1st) three (3) absences in a consecutive twelve (12) month period and commencing with the second (2nd) day for any additional illness.

Employees collecting Workmen's Compensation temporary disability benefits may not receive sick leave as herein provided, however, if Workmen's Compensation benefits are less than the amount of sick leave otherwise provided, employees shall, in addition to Workmen's Compensation benefits, receive sick leave benefits sufficient to equal the amount of sick leave that would otherwise have been received.

Sick leave shall be cumulative from year to year, but not to exceed two hundred forty (240) hours. Hours accrued in excess of two hundred forty (240) shall be paid to employees on their next regular paycheck at the rate of fifty percent (50%) of their normal straight-time hourly wage.

Sick leave shall be deducted from the band on an hourly basis. Benefits for days off must be for eight (8) hours and must be for scheduled work days.

- 4. Combined Compliance** – The Contractor shall be deemed to be in compliance with Sections 1, 2, and 3 if its payments to or for the benefit of its employees are at least equal to the total amount derived by adding each of the required wage and benefit

components described herein (overpayments in one category may be used as offsets in another category).

C. Wages for Recycling Processing

1. **Hourly Wages** -- The prime and subcontractors shall pay all recycling processing employees on work under this contract not less than the following rate of hourly wages:

a) <u>Length of Service</u>	<u>Per Hour</u>
Starting pay	\$8.15
After 6 months	\$8.95
After 12 months	\$9.65
After 18 months	\$10.35
After 24 months	\$11.00

b) Overtime

All time worked over forty (40) hours in any workweek shall be compensated at time and one-half.

Saturday work following Thanksgiving Day, Christmas Day or New Year's Day shall be straight-time unless Christmas Day or New Year's Day falls on Saturday or Sunday.

2. **Health And Retirement Benefits** – For each employee, the following rate of contribution shall be made to either: (1) a trustee or to a third person pursuant to a fund, plan or program; (2) additional wages to each employee , or; (3) additional wages minus any contribution to a trustee or to a third person pursuant to a fund, plan or program.

a) Health Benefits

Health and Welfare

Single	\$139.00 per month
Employee + 1	\$270.74 per month
Family	\$428.00 per month

Dental

Single	\$15.00 per month
Employee + 1	\$33.00 per month
Family	\$47.00 per month

Vision

\$11.35 per month

b) Retirement

Retirement 6.5% of straight time wages

3. Vacation, Holiday and Sick Leave Benefit Days – For each regular employee, the following shall be provided in either: (1) actual benefit days; (2) additional wages to each employee, or; (3) additional wages minus any actual benefit days.

a) Vacation -- All regular employees after one (1) year's service shall receive the following vacation benefits:

One (1) week after one (1) year of employment

Two (2) weeks after two (2) years

Three (3) weeks after eight (8) years

Four (4) weeks after fifteen (15) years

b) Holidays -- The following eight (8) days are holidays (unless the employer selects another day(s)):

January 1st -- New Year's Day

Washington's Birthday (3rd Monday of February)

Memorial Day (last Monday of May)

July 4th

Labor Day (first Monday of September)

Thanksgiving Day

Christmas Day

Floating Holiday

Contractors will provide collection services on all holidays except New Year's Day, Thanksgiving, and Christmas.

c) Sick Leave -- If sick leave is provided in actual benefit days, the employees shall receive 40 paid sick leave hours per work year.

4. Combined Compliance – The Contractor shall be deemed to be in compliance with Sections 1, 2, and 3 if its payments to or for the benefit of its employees are at least equal to the total amount derived by adding each of the required wage and benefit components described herein (overpayments in one category may be used as offsets in another category).

Appendix E - Sample Payment Adjustments

Appendix E - Sample Payment Adjustments

A. Sample 1: Garbage Collection

Waste stream: GARBAGE COLLECTION
Collection Area: NORTH
Contract Year: 2003 (4/03 -3/04)

1. Garbage Data (for Calendar Years 1999 and 2002)

<u>Variable</u>	<u>City Adjust %</u>	<u>1999 Value</u>	<u>2002 Value</u>
CPI-W (1987-89 = 100)	50%	156.0	165.2
Garbage tonnage	15%	53,400	54,100
Structures served in 1999		69,100	--
Net structures permitted since 12/31/99	45%	--	105

Definitions

City Adjust % = Pre-established adjustment percentages as listed in the Contract

CPI-W = Consumer Price Index for Urban Wage Earners and Clerical Workers in Seattle-Everett Area as of 12/99 and 12/02

Garbage tonnage = Total tons from the Collection Area for 1999 and 2002

Structures served in 1999 = Can and detachable container accounts in the Collection Area as of 12/99.

Net structures permitted since 12/99 = Net difference in demolition and building permits for residential structures issued by address within the Collection Area as of 12/02.

2. Adjustment Factors for 2003 Payments

a) CPI Adjustment Factor

- $(165.2-156.0)/156.0 = 9.2/156.0 = 5.90\%$
- $5.90\% * 50\% = 2.95\%$
- **Adjustment Factor = 1.0295**

b) Tonnage Adjustment Factor

- $(54,100-53,400)/53,400 = 700/53,400 = 0.80\%$
- $0.80\% * 15\% = 0.012$
- **Adjustment Factor = 1.0012**

c) Structures Adjustment Factor

- $105/69,100 = 0.152\%$
- $0.15\% * 45\% = 0.068\%$
- **Adjustment Factor = 1.00068**

3. Payment Adjustment for Garbage Collection in North Area for Contract Year 2003

Base year (2000) Payment	\$3,000,000/yr	\$250,000/mo
* a) CPI Adjustment Factor	* 1.0295	
* b) Tonnage Adjustment Factor	* 1.0012	
* c) Structures Adjustment Factor	* 1.00068	
 = 2003 Contract Year Payment	 = \$3,094,309	 \$257,859/m

B. Sample 2: Yard Waste Collection

Waste stream: YARD WASTE COLLECTION
Collection Area: SOUTH & CENTRAL
Contract Year: 2002 (4/02 -3/03)

1. Yard Waste Data (for Calendar Year 1999 and 2001)

<u>Variable</u>	<u>City Adjust %</u>	<u>1999 Value</u>	<u>2001 Value</u>
CPI-W (1987-89 = 100)	50%	156.0	162.1
Yard waste tonnage	35%	19,600	19,000
Structures served	30%	42,700	42,200

Definitions

City Adjust % = Pre-established adjustment percentages as listed in the Contract

CPI-W = Consumer Price Index for Urban Wage Earners and Clerical Workers in Seattle-Everett Area as of 12/99 and 12/01

Yard waste tonnage = Total tons from the Collection Area in 1999 and 2001 (1999 = Avg. tons for 1998 and 1999)

Structures served = Average number of accounts paying for service during 1999 and 2001 per Collection Area.

2. Adjustment Factors for 2002 Payments

a) CPI Adjustment Factor

- $(162.1 - 156.0) / 156.0 = 6.1 / 156.0 = 3.91\%$
- $3.91\% * 50\% = 1.96\%$
- **Adjustment Factor = 1.0196**

b) Tonnage Adjustment Factor

- $(19,000 - 19,600) / 19,600 = -600 / 19,600 = -3.06\%$
- $-3.06\% * 35\% = -1.07\%$
- **Adjustment Factor = 0.9893**

c) Structures Adjustment Factor

- $(42,200 - 42,700) / 42,700 = -500 / 42,700 = -1.17\%$
- $-1.17\% * 30\% = -0.351\%$
- **Adjustment Factor = 0.99643**

3. Payment Adjustment for Yard Waste Collection in South and Central Areas for Contract Year 2002

Base year (2000) Payment	\$1,900,000/yr	\$158,333/mo
* a) CPI Adjustment Factor	* 1.0196	
* b) Tonnage Adjustment Factor	* 0.9893	
* c) Structures Adjustment Factor	* 0.99643	
= 2002 Contract Year Payment	=\$1,909,670	\$159,139/mo

C. Sample 3: Recycling Collection

Waste stream: RECYCLING COLLECTION
Collection Area: SOUTH & CENTRAL
Contract Year: 2006 (4/06 -4/07)

1. Recycling Data (for Calendar Year 1999 and 2005)

<u>Variable</u>	<u>City Adjust %</u>	<u>1999 Value</u>	<u>2005 Value</u>
CPI-W (1987-89 = 100)	50%	156.0	173.8
Recycling tonnage	15%	32,100	35,300
Structures served in 1999		76,300	--
New structures added since 12/99	55%	--	1,200

Definitions

City Adjust % = Pre-established adjustment percentages as listed in the Contract

CPI-W = Consumer Price Index for Urban Wage Earners and Clerical Workers in Seattle-Everett Area as of 12/99 and 12/05

Recycling tonnage = Total tons (net contamination) from the Collection Area in 1999 and 2005

Structures served in 1999 = Average garbage can and detachable container accounts during 1999 plus total centralized apartment recycling accounts in 12/99 (for the Collection Area)

Net structures added since 12/31/99 - Net difference in demolition and building permits issued by address for structures with 1-4 living units as of 12/05 plus new centralized apartment recycling accounts as of 12/05 (for the Collection Area)

2. Adjustment Factors for 2006 Payments

a) CPI Adjustment Factor

- $(173.8 - 156.0) / 156.0 = 17.8 / 156.0 = 11.41\%$
- $11.41\% * 50\% = 5.71\%$
- **Adjustment Factor = 1.0571**

b) Tonnage Adjustment Factor

- $(35,300 - 32,100) / 32,100 = 3,200 / 32,100 = 1.00\%$
- $1.00\% * 15\% = 0.15\%$
- **Adjustment Factor = 1.0015%**

c) Structures Adjustment Factor

- $1,200 / 76,300 = 1.573\%$
- $1.573\% * 55\% = 0.865\%$
- **Adjustment Factor = 1.00865**

3. Payment Adjustment for Recycling Collection in South and Central Area for Contract Year 2006

Base year (2000) Payment	\$2,000,000/yr	\$166,667/mo
* a) CPI Adjustment Factor	* 1.0571	
* b) Tonnage Adjustment Factor	* 1.00150	
* c) Structures Adjustment Factor	* 1.00865	
 = 2006 Contract Year Payment	 =\$2,135,687	 \$177,974/mo

